

IV. DATA TABLES

CHAPTER 3

WORKFORCE COMPETENCIES

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	Number and percent of all agencies needing improvement (n=114)		Agencies serving up to 20,000 population needing improvement (n=55)		Agencies serving 20,000 to 40,000 population needing improvement (n=32)		Agencies serving 40,000 to 80,000 population needing improvement (n=14)		Agencies serving more than 80,000 population needing improvement (n=13)	
Apply basic human relations skills to the management of organizations, including motivation, personnel, and resolution of conflicts	55	48.2%	21	38.2%	18	56.3%	8	57.1%	8	61.5%
Utilize systems for collection, retrieval, and use of data for decision-making	72	63.2%	36	65.5%	17	53.1%	11	78.6%	8	61.5%
Understand and utilize risk management principles	74	64.9%	39	70.9%	19	59.4%	9	64.3%	7	53.8%
17. Leadership and Systems Thinking Skills										
Promote team learning and organizational learning	45	39.5%	19	34.5%	12	37.5%	8	57.1%	6	46.2%
Help create key values and shared vision and use those principles to guide action	48	42.1%	20	36.4%	13	40.6%	7	50.0%	8	61.5%
Identify internal and external issues that may impact delivery of essential public health services	70	61.4%	34	61.8%	17	53.1%	8	57.1%	11	84.6%
Apply quality improvement principles and tools	79	69.3%	43	78.2%	19	59.4%	9	64.3%	8	61.5%
18. Policy Development/Program Planning Skills										
Collect, summarize, and interpret information relevant to an issue	44	38.6%	20	36.4%	10	31.3%	6	42.9%	8	61.5%
State policy options and write clear and concise policy statements	71	62.3%	39	70.9%	19	59.4%	8	57.1%	5	38.5%
Identify, interpret, and implement public health laws, regulations, and policies related to specific programs	70	61.4%	36	65.5%	19	59.4%	9	64.3%	6	46.2%
Prepare and implement emergency response plans	57	50.0%	29	52.7%	14	43.8%	8	57.1%	6	46.2%
Develop mechanisms to monitor and evaluate programs for their effectiveness and quality	80	70.2%	43	78.2%	19	59.4%	10	71.4%	8	61.5%